



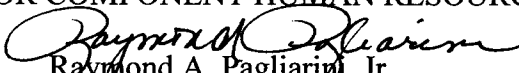
U.S. Department of Justice
Justice Management Division
Personnel Staff
Web Site: <http://www.usdoj.gov/jmd/ps>

DEC 13 2007

Washington, D.C. 20530

MEMORANDUM FOR COMPONENT HUMAN RESOURCES OFFICERS

FROM:


Raymond A. Pagliarini, Jr.
Director, Personnel Staff

SUBJECT:

Delegated Examining Unit (DEU) and Merit Promotion Program (MPP)
Announcements

In an effort to ensure consistency in the application of and adherence to veterans' preference and other veteran regulatory requirements, we as a Department have noted the need to examine our processes in relation to the issuance of Delegated Examining Unit (DEU) and Merit Promotion Program (MPP) announcements.

Over the past years, we have partnered with components to share best practices in human resources (HR) processes. As a result, we have found that some components favor issuing separate announcements and suggest this method lends a greater measure of clarity to the overall process and ensures greater accuracy in application of veterans' preference and other veteran-oriented appointing authorities, such as VEOA, VRA, and Schedule A-30% Disabled. Other components favor issuing combined vacancy announcements and suggest that this method lends itself to staff efficiency, which, in a time of reduced levels of staff, is very attractive.

In managing existing and developing new HR policy, we have given strong consideration to ensuring that the preferred process does not adversely affect our components' ability to conduct their missions. Offering fairly wide latitude within our sizeable and diverse Department is usually the preferable path in supporting our components' desire to ensure that their HR practices support this acknowledged diversity of mission and needs. At the same time, while we believe that the essential requirement to conducting an HR program is to, first and foremost, ensure fairness and consistency, making decisions based on efficiency alone is not advisable. As a result, taking into consideration recommendations provided by the Office of Personnel Management (OPM), we believe that moving toward greater use of combined announcements for DEU and MPP is not the best option, and that any potential efficiency that may be gained by combining announcements would be more than offset by the need to take corrective action later to address the higher number of errors that would very possibly result.

Accordingly, effective on the date of issuance of this memorandum, all Departmental components are directed to issue separate announcements for the consideration of DEU and MPP applicants. We believe that applying this policy consistently, across organizational lines, will ensure a higher degree of compliance with federal regulations, and have an undetectable effect on the missions of our components.

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Announcements

If you or your staff have any questions, please contact Donna Jacob, DOJ Human Resources Policy Staff, on (202) 353-3186 or via electronic mail at Donna.Jacob@usdoj.gov, Cindy Westray, Human Resources Policy Staff, on (202) 305-1757 or via electronic mail at Cindy.L.Westray@usdoj.gov, or Harry Baldauf, Human Resources Policy Staff, on (202) 305-1832 or via electronic mail at Harry.Baldauf@usdoj.gov.